RETURN AFFIDAVIT TO: MINORITY BUSINESS ENTERPRISE OFFICE MARYLAND DEPARTMENT OF TRANSPORTATION 7201 CORPORATE CENTER DRIVE P.O. BOX 548 CORPORATE CENTER DRIVE

CORPORATE CENTER DRIVE HANOVER, MARYLAND 21076 410-865-1269 1-800-544-6056

Maryland Department of Transportation

Complete all items, if an item does not apply, mark "N.A."

Use separate sheet(s) for additional information.

MARYLAND DEPARTMENT OF TRANSPORTATION MINORITY BUSINESS ENTERPRISE DISCLOSURE AFFIDAVIT

(Sole Proprietor)

Application is hereby made by the individual (organization) identified below for conthe Maryland Department of Transportation pursuant to Title 14, Subtitle 3 of the Maryland and 49 Code of Federal Regulations Part 23.	ertification as a Minority Business Enterprise under the MBE Program of state Finance and Procurement Article of the Annotated Code of
NAME AND ADDRESS: (Company/Individual) Name: dba:	2. CONTROLLING INTEREST: (check appropriate box) African American Alaskan Native U.S. Citizen
	Hispanic Asian American Resident Alien
Address 1:	☐ Native American ☐ *Non-Profit ☐ DBE
Address 2:Internet	Female*Disabled
Address:	* Not accorded minority status on Federally funded projects.
City: State: Zip Code:	5. (Continued) ADDRESS OF ATTORNEY:
3. CONTACT PERSON:	State: Zip Code:
Name:	Telephone: Fax:
Title:	6. DATE BUSINESS STARTED:
Email:	7. IS YOUR FIRM OWNED IN FULL OR IN PART BY ANOTHER
Telephone: Fax:	PERSON OR COMPANY?
4. NAME AND ADDRESS OF CPA OR ACCOUNTANT:	IF YES, PROVIDE DETAILS:
Name:	
Address:	8. HAVE YOU (YOUR FIRM) BEEN APPROVED BY THE FEDERAL
City:	SMALL BUSINESS ADMINISTRATION 8(A) PROGRAM?
State: Zip Code:	YES NO IF YES, SUBMIT COPY OF APPROVAL LETTER.
Telephone: Fax:	9. HAVE YOU BEEN ISSUED A PERFORMANCE BOND?
5. NAME AND ADDRESS OF ATTORNEY:	YES, HOW MUCH?
Name:	□ NO
Address:	10. WHO DOES YOUR OFFICE WORK?
City: (Continued on the right)	
11.~ LIST PRODUCT(S) OR SERVICE(S) OFFERED, BE SPECIFIC: IF KNOW NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS) CO	N, LIST STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODE AND/OR ODE NUMBER FOR EACH ITEM LISTED.
12. LIST CURRENT NUMBER OF EMPLOYEES ON PAYROLL. (DO NOT LIST EMPLOYEES TWICE) FULL TIME PART-TIME	13. ARE EMPLOYEE PAYROLL REPORTS BEING FILED WITH STATE AND FEDERAL AGENCIES? Tyes TNO
ADMINISTRATIVE	PLEASE SUBMIT THE LAST FOUR (4) QUARTERLY REPORTS.
CLERICAL	14. FEDERAL ID NO.:
SUPERVISORY	SOCIAL SECURITY NO.:
EQUIPMENT OPERATOR	MD EMPLOYER NO.:
SKILLED LABOR	15. HAVE YOU PREVIOUSLY APPLIED FOR OR BEEN MDOT
UNSKILLED LABOR	DENIED/CERTIFIED? YES NO
16. DRIVERS LICENSE NO.:	IF AN OUT-OF-STATE FIRM, DO YOU HOLD A CURRENT MBE CERTIFICATION IN YOUR HOME STATE? YES NO (SEE ITEM #25J)
17. A. WHO DOES THE BIDDING AND ESTIMATING?	18. WHO IS RESPONSIBLE FOR ON-SITE PROJECT SUPERVISION?
B. WHO DETERMINES WHAT JOBS YOUR COMPANY WILL UNDERTAKE AND WHO SIGNS THE CONTRACT?	19. LIST EQUIPMENT OWNED BY YOUR COMPANY:

20. IDE		R BONDING COMPANY, BAN NG COMPANY	K AND INSURANCE COMPAN BANK	1.	INSURANCE
21. WH	O NEGOTIA	TES FOR SURETY BONDS A	AND SIGNS FOR INSURANCE	& PAYROLL?	
		PERFORMANCE BONDS	PAYROLL		INSURANCE
				YOUR BUSINESS D	OURING THE LAST THREE YEARS. INDICATE IF
		D THESE SERVICES AS A CE CONTRACTOR:	ERTIFIED MBE.		
(1)	Name:			Telephone:	
			,	· —	
	Address:		. 4	Contact Person:	
	City:				
	State:	Zip Code:			
	B. PROJE	ECT IDENTIFICATION:			
	C. TOTAL	DOLLAR AMOUNT OF MBE	PORTION OF THIS PROJECT:		·
	YOUR	SHARE OF THE MBE PORTIO	ON:		
	D. TYPE	OF WORK PERFORMED (USI	E SIC CODES, IF KNOWN):		
(2)		CONTRACTOR:		Talanhana	
	Name:			Telephone:	
	Address:			Contact Person:	
	City:				
	State:	Zip Code:	· · · · ·		
	B. PROJE	ECT IDENTIFICATION:			
	C. TOTAL	DOLLAR AMOUNT OF MBE	PORTION OF THIS PROJECT:		
	YOUR	SHARE OF THE MBE PORTI	ON:		
	D. TYPE	OF WORK PERFORMED (US	E SIC CODES, IF KNOWN):		
	A DOIME	CONTRACTOR:			
(3)				Tolophone:	
	Name:			Telephone:	
	Address:			Contact Person:	
	City:				
	State:	Zip Code:			
		ECT IDENTIFICATION:			
	C. TOTAI	_ DOLLAR AMOUNT OF MBE	PORTION OF THIS PROJECT		
		SHARE OF THE MBE PORTI	Pr		
	D. TYPE	OF WORK PERFORMED (US	E SIC CODES, IF KNOWN):		
23. LIS	ST ALL SOUF	RCES AND AMOUNT OF MON	NEY LOANED TO YOUR COMP	ANY:	
	L ODAL AND	TACIT ACCREMENTS SUA	LL BE BEDLICED TO WRITING	AND SUBMITTED M	WITH THIS AFFIDAVIT IF THERE ARE NO
24. AL WF	L OKAL AND RITTEN, ORA	AL OR TACIT AGREEMENTS	CONCERNING THE OPERATION	ON OF THE COMPAN	VITH THIS AFFIDAVIT. IF THERE ARE NO NY, PLEASE AFFIRM BY SIGNING BELOW.
	7 **	., -	"THERE ARE NO WRITTEN, C		
		CON	NCERNING THE OPERATION (OF THIS COMPANY I	BETWEEN ANY
			PERSONS ASSOCIATE	D WITH THE BUSINE	±88, [™]
		•	SIGNATURE O	F APPLICANT	

FORM-D-EEO-029B (APRIL - 1997)
A material misstatement of facts is sufficient cause for denial of certification. The affiant is subject to penalties for perjury and false statements made in the affidavit.

INER	DELOWING DOCOMENTS MOST BE SOBMITTED. (AND ANT AMENDM	LI110 II	LINE 10,1 LEAGE GITEON ENGINEERING CODMITTED MOLECULE.
FOR A	A SOLE PROPRIETOR:		SOLE PROPRIETOR (CONT.):
☐ A.	DISCLOSURE AFFIDAVIT (NOTARIZED)	□ к.	RESUME FOR ALL KEY PERSONNEL (OWNERS, OFFICERS) SHOWING EDUCATION, TRAINING AND EMPLOYMENT WITH
□ в.			DATES
□ c.	COMPLETE FEDERAL TAX RETURNS FOR THE MOST CURRENT THREE YEARS (INCLUDING ALL SCHEDULES)	☐ L.	YOUR SOCIAL SECURITY NUMBER AND/OR FEDERAL ID NO.
□ D.	PROOF OF CAPITAL INVESTED; i.e. CANCELLED CHECKS ALONG	<u></u> M.	LIST MAJOR EQUIPMENT OWNED BY TYPE AND QUANTITY
	WITH APPLICABLE DEPOSIT SLIPS, OR IF THE FIRM HAS BEEN IN BUSINESS FOR MORE THAN FIVE YEARS, A WRITTEN NOTARIZED STATEMENT DESCRIBING HOW THE BUSINESS WAS CAPITALIZED	□ N.	UNEMPLOYMENT QUARTERLY REPORTS FOR THE LAST FOUR QUARTERS
□ E.	AGREEMENTS, SUCH AS FINANCIAL (WITH PROOF OF REPAYMENT), RENTAL, LEASE OR ANY OTHER TYPE OF FORMAL	□ ∘	COMPLETED ADDENDUM TO CERTIFICATION (PERSONAL NET WORTH FORM)
	WRITTEN AGREEMENTS WHICH HAVE BEEN ENTERED INTO BETWEEN YOU AND ANOTHER PARTY OR PARTIES WHICH AFFECT THE OPERATION OF THE BUSINESS		COMPLETED STATEMENT OF DISADVANTAGE FORM.
☐ F.	BUSINESS PLAN (IF IN BUSINESS LESS THAN ONE YEAR)	∐Q	BUSINESS TRADE NAME REGISTRATION (IF APPLICABLE)
☐ G.	LICENSE TO DO BUSINESS, IF APPLICABLE (PROFESSIONAL, IF		RECERTIFICATION
Пн	REQUIRED) PROOF OF MINORITY STATUS FOR ALL "KEY" PERSONNEL (e.g.,	☐ A.	CURRENT FINANCIAL STATEMENT (NO OLDER THAN ONE YEAR)
<u></u>	COPY OF BIRTH CERTIFICATE, DRIVER LICENSE, PASSPORT, CERTIFICATE OF NATURALIZATION)	□ в.	MOST RECENT FEDERAL TAX RETURN WITH ALL SCHEDULES
☐ I.	TITLE, REGISTRATION AND CURRENT INSURANCE CARRIERS AND POLICY NUMBERS FOR ALL VEHICLES OWNED BY THE COMPANY	☐ c.	ON A SEPARATE SHEET LIST ALL MARYLAND STATE CONTRACTS AND SUBCONTRACTS AWARDED TO YOUR BUSINESS; IF NONE AWARDED, SO STATE.
□ J.	COPIES OF EACH MBE CERTIFICATION OR DENIAL OF CERTIFICATION BY OTHER AGENCIES OR JURISDICTIONS, IF APPLICABLE.	☐ D.	A COMPLETED ADDENDUM TO CERTIFICATION FORM (PERSONAL NET WORTH FORM).
	IF NOT A MARYLAND BUSINESS, COPIES OF YOUR HOME STATE CERTIFICATION LETTER AND ON-SITE REPORT MUST ACCOMPANY YOUR REQUEST FOR MARYLAND CERTIFICATION		
FREE	DOM OF INFORMATION: THE RELEASE OF STATE DOCUMENTS REGULATIONS.	IS GOVE	ERNED BY THE APPROPRIATE FEDERAL AND STATE
	- FRAUD -		
	RSON MAY NOT:		
FRA OBT	UDULENTLY OBTAIN, ATTEMPT TO OBTAIN OR RETAIN, OR AID ANO AIN OR RETAIN CERTIFICATION AS A MINORITY BUSINESS ENTERP	THER IN RISE FO	FRAUDULENTLY OBTAINING OR ATTEMPTING TO R THE PURPOSE OF THIS SUBTITLE:
EMP	LFULLY MAKE A FALSE STATEMENT, WHETHER BY AFFIDAVIT, REPOPLOYEE FOR THE PURPOSE OF INFLUENCING THE CERTIFICATION CONTINESS ENTERPRISE;	RT, OR ()R DENIA	OTHER REPRESENTATION, TO A STATE OFFICIAL OR AL OF CERTIFICATION OF ANY ENTITY AS A MINORITY
FRA PUB	UDULENTLY OBTAIN, ATTEMPT TO OBTAIN, OR AID ANOTHER PERS ILIC MONIES TO WHICH THE PERSON IS NOT ENTITLED UNDER THIS	ON IN FF SUBTITI	RAUDULENTLY OBTAINING OR ATTEMPTING TO OBTAIN, LE.
ANY IMPI	PERSON WHO VIOLATES THE PROVISIONS OF THIS SUBSECTION IS RISONMENT FOR A PERIOD OF NOT MORE THAN 5 YEARS, OR A FIN	GUILTY E OF NO	OF A FELONY AND UPON CONVICTION IS SUBJECT TO TMORE THAN \$10,000.00 OR BOTH.
ENT MIS NOT	ERSON MAY NOT WILLFULLY MAKE FALSE STATEMENTS THAT ANY ! TERPRISE FOR PURPOSE OF THIS SUBTITLE. ANY PERSON WHO VIO DEMEANOR AND UPON CONVICTION IS SUBJECT TO IMPRISONMEN MORE THAN \$500.00 OR BOTH. (TITLE 14-308 OF THE STATE FINAN RYLAND).	LATES T FOR A	THE PROVISIONS OF THIS SUBSECTION IS GUILTY OF A PERIOD OF NOT MORE THAN 6 MONTHS, OR A FINE OF
i HA	VE READ FRAUD STATUE.		
	SIGNATURE OF APPLICAL	NT	

(HEREINAFTER "APPLICANT") IN ORDER TO DETERMINE IF APPLICANT IS A BONAFIDE MINORITY BUSINESS ENTERPRISE WHICH IS OWNED AND CONTROLLED BY MINORITIES IN ACCORDANCE WITH THE REQUIREMENTS OF THE MARYLAND DEPARTMENT OF TRANSPORTATION MINORITY BUSINESS ENTERPRISE PROGRAM MANUAL. FURTHER, THE UNDERSIGNED DOES COVENANT AND AGREE TO PROVIDE THE MARYLAND DEPARTMENT OF TRANSPORTATION INFORMATION REGARDING ACTUAL WORK PERFORMED ON A MARYLAND DEPARTMENT OF TRANSPORTATION PROJECT, THE PAYMENT THEREFORE, AND ANY PROPOSED CHANGES IN ANY OF THE ARRANGEMENTS HEREINABOVE STATED AND TO PERMIT AN AUDIT, TO INCLUDE INTERVIEW OF PRINCIPALS, EMPLOYEES, AND OFFICERS AND AN EXAMINATION OF THE BOOKS, RECORDS, AND FILES OF THE APPLICANT BY AUTHORIZED REPRESENTATIVES OF THE MARYLAND DEPARTMENT OF TRANSPORTATION OR THE FEDERAL GOVERNMENT PRIOR TO AND AFTER INCLUSION IN THE MARYLAND

THIS DISCLOSURE AFFIDAVIT INCLUDES ALL MATERIAL INFORMATION NECESSARY TO IDENTIFY AND TO EXPLAIN THE OPERATIONS OF

I ACKNOWLEDGE AND AGREE THAT REPRESENTATIVES OF THE MARYLAND DEPARTMENT OF TRANSPORTATION SHALL BE PERMITTED TO MAKE INQUIRIES OF CREDIT BUREAUS, BANKS, LENDING INSTITUTIONS, BONDING COMPANIES, VENDORS, SUPPLIERS, INSURANCE COMPANIES, AND PRIOR AND CURRENT CONTRACTORS CONCERNING THE FINANCIAL RESPONSIBILITY OF APPLICANT.

DEPARTMENT OF TRANSPORTATION MINORITY BUSINESS ENTERPRISES DIRECTORY AS DEEMED NECESSARY.

I ACKNOWLEDGE THAT THIS AFFIDAVIT IS TO BE FURNISHED TO THE SECRETARY OF THE MARYLAND DEPARTMENT OF TRANSPORTATION AND MAY BE DISTRIBUTED TO THE MARYLAND DEPARTMENT OF TRANSPORTATION MINORITY BUSINESS ENTERPRISE ADVISORY COMMITTEE AND MAY ALSO BE DISTRIBUTED TO BOARDS, COMMISSIONS, ADMINISTRATIONS, DEPARTMENTS AND AGENCIES OF: (1) THE STATE OF MARYLAND; AND (2) COUNTIES OR OTHER SUBDIVISIONSS OF THE STATE OF MARYLAND; AND (3) OTHER STATES; AND (4) THE FEDERAL GOVERNMENT. I FURTHER ACKNOWLEDGE THAT THIS AFFIDAVIT IS SUBJECT TO APPLICABLE LAWS OF THE UNITED STATES AND THE STATE OF MARYLAND, BOTH CRIMINAL AND CIVIL, AND THAT NOTHING IN THIS AFFIDAVIT SHALL BE CONSTRUED TO SUPERSEDE, AMEND, MODIFY, OR WAIVE ON BEHALF OF THE MARYLAND DEPARTMENT OF TRANSPORTATION, THE MARYLAND BOARD OF PUBLIC WORKS AND ANY OTHER OFFICE OR AGENCY OF THE STATE OF MARYLAND HAVING JURIDICTION, THE EXERCISE OF ANY STATUTORY RIGHT OR REMEDY CONFERRED BY THE CONSTITUTION AND THE LAWS OF MARYLAND IN RESPECT TO ANY MISREPRESENTATION MADE OR ANY VIOLATION OF THE OBLIGATIONS, TERMS AND COVENANTS UNDERTAKEN BY THE ABOVE FIRM IN RESPECT TO THIS AFFIDAVIT.

I ACKNOWLEDGE AND AGREE THAT THE APPLICANT WILL BE REQUIRED TO APPEAR FOR INTERVIEW BY THE MARYLAND DEPARTMENT OF TRANSPORTATION MINORITY BUSINESS ENTERPRISE ADVISORY COMMITTEE.

I ACKNOWLEDGE THAT THE ELIGIBILITY OF THE APPLICANT FOR CERTIFICATION AS A MINORITY BUSINESS ENTERPRISE WILL BE DETERMINED AS OF THE DATE OF THE DISCLOSURE AFFIDAVIT, BASED ON THE INFORMATION AND DOCUMENTATION SUBMITTED HEREWITH, ANY CHANGES IN OWNERSHIP OR CONTROL MAY NOT BE CONSIDERED IN DETERMINIG ELIGIBILITY.

NOTARY CERTIFICATE					
NOTARY CERTIFICATE				TITLE	
O I AIRT OEIRTH TOTAL					
STATE OF:		COUNTY (CITY)	OF:		
ON THE: OF		BEFORE	ME,		
(DAY)	(MONTH)	(YEAR)			
SAME IN THE CAPACITY	IE PERSON DESCF THEREIN STATED	RIBED IN THE FOREGO AND FOR THE PURPO	SES THEREIN CONTA	ACKNOWLEDGED THAT AINED AND THAT THE ST ND AND OFFICIAL SEAL	HE (SHE) EXECUTED THE TATEMENTS CONTAINED
NOTARY PUBLIC					SEAL
MY COMMISSION EXPIR	ES				

FORM D-EEO-029d (APRIL - 1997)
A material misstatement of fact is sufficient cause for denial of certification. The affiant is subject to penalties for perjury and false statements made in the affidavit.

Maryland Department of Transportation

OMB APPROVAL NO. 3245-0188 EXPIRATION DATE: 11/30/2004

PERSONAL FINANCIAL STATEMENT As of Date: **Business Phone** Name Residence Phone Residence Address State Zip Code City Business Name of Applicant/Borrower LIABILITIES (Omit Cents) **ASSETS** (Omit Cents) Accounts Payable Cash on hand & in Banks\$ Notes Payable to Banks and Others..... Savings Accounts\$ (Describe in Section 2) IRA or Other Retirement Account \$ Installment Account (Auto)... Accounts & Notes Receivable Mo. Payments \$ Installment Account (Other)..... Life Insurance-Cash Surrender Value Only \$ (Complete Section 8) \$ Mo. Payments Stocks and Bonds Loan on Life Insurance \$ (Describe in Section 3) Mortgages on Real Estate (Do not include ownership interest in applicant firm.) (Describe in Section 4) Real Estate\$ (Do not include primary residence.) (Describe in Section 4) (Do not include primary residence.) Unpaid Taxes Automobile-Present Value (Describe in Section 6) Other Liabilities..... \$ Other Personal Property (Describe in Section 7) (Describe in Section 5) Total Liabilities..... \$ Other Assets..... Net Worth (Describe in Section 5) s b Total Contingent Liabilities Section 1. Source of Income \$ As Endorser or Co-Maker Salary \$ Legal Claims & Judgments..... Net Investment Income..... \$ Provision for Federal Income Tax Real Estate Income \$ \$ Other Income (Describe below)*..... Other Special Debt Description of Other Income in Section 1. *Alimony or child support payments need not be disclosed in "Other Income" unless it is desired to have such payments counted toward total income. (Use attachments if necessary. Each attachment must be identified as a part of this statement and signed.) Section 2. Notes payable to Banks and Others. Original Frequency How Secured or Endorsed Current Payment Name and Address of Noteholder(s) (monthly, etc.) Type of Collateral Balance Balance Amount

Section 3. Stocks and Bonds. (Use	attachments if necessary. Each	h attachment must	be identified as a part of	this statement and sig	nea.)
Number of Shares Name	e of Securities	Cost	Market Value Quotation/Exchange	Date of Quotation/Exchange	Total Value
			J L		
Section 4. Real Estate Owned.	(List each parcel s of this statement a		achment if necessary. E	Each attachment must	be identified as a part
Goodon an risan Estate o mileta	Property A		Property B		Property C
Type of Property					
Address					
Address					
Date Purchased					
Original Cost					
Present Market Value					
Name &	Annual Company of the				
Address of Mortgage Holder					
Mortgage Account Number					
Mortgage Balance					
Amount of Payment per Month/Year			······································		
Status of Mortgage					
Ctatas of mortgage					
Section 5. Other Personal Property and C	of payment and	I if delinquent, desc	s security, state name an ribe deliquency.)		
Section 6. Unpaid Taxes.	(Describe in detail, as to type,	to whom payable, v	when due, amount, and t	o what property, if any	, a tax lien attaches.)
					-
					A STATE OF THE STA
Section 7. Other Liabilities.	(Describe in detail.)				
		···			
Section 8. Life Insurance Held.	(Give face amount and ca	ash surrender value	of policies - name of ins	surance company and	beneficiaries)
,					
I authorized MDOT/MBE to make inqui	ries as necessary to verify the a	accuracy of the stat	ements made and to det	ermine my creditworth	iness. I certify the
above and the statements contained in obtaining a loan or guaranteeing a loar General (Reference 18 U.S.C. 1001).	the attachments are true and an in I understand FALSE statement	eccurate as of the st ents may result in fo	rated date(s). These star refiture of benefits and p	cements are made for ossible prosecution by	the U.S. Attorney
Signature:	Dat	te:	Social Security	Number:	
Signature:	Dat	te:	Social Security	Number:	

STATEMENT OF DISADVANTAGE

Socially disadvantaged individuals are those who have been subjected to racial or ethnic prejudice or cultural bias within American society because of their identities as members of groups and without regard to their individual qualities. Economically disadvantaged individuals are socially disadvantaged individuals whose ability to compete in the free enterprise system has been impaired due to diminished capital and credit opportunities as compared to others in the same or similar line of business who are not socially disadvantaged. An individual whose personal net worth exceeds one million five hundred four thousand five hundred eighty-five dollars (\$1,504,585) is not economically disadvantaged.

I hereby certify that I have read and understand the above statement and that I am both socially and economically disadvantaged.

Date	Name
STATE OF MARYLAND) TO WIT:COUNTY)
I HEREBY CERTIFY, that on subscriber, a notary public of appeared person whose name is subscexecuted the same for the pu	the day of, in the year, before the the State of Maryland, in and for the County aforesaid, personally, known to me to be the cribed to the within instrument and acknowledged that he/she proses therein contained.
IN WITNESS WHEREOF, I h	ereunto set my hand and official seal.
	Notary Public
My Commission expires:	

BUSINESS PLAN

The Business Plan describes a company's past and current operations, and projects how the company will obtain its future goals.

Section I - General Information

nat market area (e.g., Baltimore
nat market area (e.g., Baltimore

1	Business Goals - Indicate your expectations for the growth of your business for the next year.
	Section II - Products and/or Services
. !	Give a description of each product and/or service provided by your company. Indicate also the Standard Industrial Classification (SIC)/North American Industry Classification System Code for each item (if known).
	List the names of suppliers and/or equipment rental services you have utilized.
	Section III - Marketing Strategy
	Describe your overall marketing strategy to include the following: the kinds of customers you intend to contact; means of contact; what aspect of your product or service you will emphasize in your selling plan (price, quality of service, etc.)
	Section IV - Additional Employees/Equipment
	List sources used for hiring additional employees when needed.
	List sources used for leasing/procuring/acquiring additional equipment.
	List sources used for hiring additional employees when needed.